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ABSTRACT

The collective bargaining agreement between the Dawson Community College Board of Trustees and the Glendive Federation of Teachers is presented for 1986-87. The 20 articles in the agreement cover rights and provisions related to: (1) definitions of terms; (2) recogition of the federation as the exclusive bargaining agent for faculty members; (3) academic freedom; (4) non-discrimination; (5) board-federation communications and the establishment of a mutual concerns committee; (6) federation rights; (7) management rights; (8) faculty working conditions and rights concerning personnel files; (9) procedures for complaints and grievances; (10) tenure; (11) termination of employment; (12) leaves; (13) teaching and workload; (14) salary schedule placement; (15) 1986-87 salary schedule; (16) fringe benefits; (17) general agreement provisions; (18) the intent of the federation and the board; (19) faculty contracts; and (20) the duration of the agreement. (MDB)

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Montana State

MASTER AGREEMENT

between

DAWSON COMMUNITY COLLEGE BOARD OF TRUSTEES

and

GLENDIVE FEDERATION OF TEACHERS

Local No. 3402,

American Federation of Teachers,

AFL - CIO

for

1986-87

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MASTER AGREEMENT
between
Dawson Community College Board of Trustees
and
Glendive Federation of Teachers Local No. 3402
American Federation of Teachers, AFL-CIO
for
1986-87

Preamble

This agreement is made and entered into in January, 1987, by and between the Dawson Community College Board of Trustees and the Glendive Federation of Teachers, Local #3402, American Federation of Teachers, AFL-CIO, and has as its goal the furtherance of quality education, the establishment of an equitable procedure for the resolution of grievances and the formal understanding relative to wages, hours, and conditions of employment.

ARTICLE 1

Definitions

1.1
"College" shall mean the Board of Trustees and the Administration of Dawson Community College.

1.2
"Federation" shall mean Glendive Federation of Teachers, Local No. 3402, American Federation of Teachers, AFL-CIO.

1.3
"Faculty" shall mean all the members of the certified exclusive bargaining unit.

1.4
For purposes of this agreement, the College and the Federation recognize three classifications of faculty status:

1.4.1
Full-time Faculty: those faculty whose major role is in classroom instruction and academic advising of students, or teaching faculty on released time for para-curricular or administrative duties, and whose duties constitute a full-time position during the life of this contract.

1.4.2
Part-time Faculty: those faculty whose duties are instructional, para-curricular or administrative, and who are employed by the College at least one half time but not full time.

1.4.3
Special Lecturers: those faculty who are instructional and who have less than a one-half time load.

1.5
The use of the male pronoun shall be interpreted to refer to members of both sexes.

1.6
"Board" shall mean Board of Trustees of Dawson Community College, Community College District of Glendive, Montana.

ARTICLE 2

Recognition

The Board of Trustees of Dawson Community College recognizes the Federation as the exclusive bargaining agent for the faculty members in the bargaining unit as certified by the State of Montana Board of Personnel Appeals on May 7, 1975.

ARTICLE 3

Academic Freedom

3.1
It is the policy of the College to maintain and encourage full freedom, within the law, of inquiry, teaching, research, and publications. In the exercise of this freedom, the faculty member is free to discuss his subject in the classroom. He may not, however, claim as his right the privilege of discussing personal viewpoints which have no relation to the subject. In his role as citizen, the faculty member has the same freedom as other citizens. However, in his community utterances as a private citizen he has an obligation to indicate that he is not an institutional spokesman.

3.2
Faculty members are entitled to academic freedom in the selection of textbooks, audiovisual and other teaching aids. The library as an integral academic resource is also fully covered under all academic freedom provisions of this agreement.

3.3
College purchasing guidelines must be followed in the selection of materials. (Faculty Handbook).

ARTICLE 4

Non-Discrimination

4.1
Neither the College nor the Federation shall discriminate on the basis of race, creed, color, national origin, religion, sex, physical disability, age, marital status, or political beliefs.

4.2
This Agreement shall be applied equally in all cases with respect to salaries, hours, and terms and conditions of employment.

ARTICLE 5

Board-Federation Communications

5.1
The Board shall provide the Federation with a copy of its agenda and time and place of all regular or special meetings of the Board.

5.2
The Federation may have an observer present at all Board meetings who has the rights of any other citizen.

5.3
All minutes of the Board, once approved, shall be transmitted to the President of the Federation at the time of transmittal to the Board membership and the College Administration.

5.4
A mutual concerns committee shall be established which will be composed of: 3 faculty members, 1 administrator, 2 staff members and 1 board member.
Each group represented on this committee will be responsible for selecting their representatives. Faculty refers to all persons covered under this agreement. Staff refers to all other personnel of the institution except the adminstrators.
The purpose of the committee shall be to build internal morale and to establish and maintain good working relationships and trust among all the groups represented through ongoing communications on issues and programs of the institution. Recommendations determined by majority vote will be reported to all the groups represented on the committee. The committee shall set its own procedures and chairmanship rotation. It is not the purpose of this committee to negotiate items in this agreement or to by-pass the grievance procedure. Any issue or problems with this agreement shall be passed on to the negotiating team for resolution.

ARTICLE 6

Federation Rights

6.1
Copies of all communications distributed to faculty by the College shall be supplied to the Federation.

6.2
The Federation and its representative or any other faculty organization whose intent is to bargain collectively shall have the right to use the College classrooms after 3:00 p.m. for holding meetings. Utilization of classrooms by the Federation requires advance notice. Classroom use will be requested through the Dean of Instruction consistent with scheduling procedures.

6.3
The Federation may post announcements of its activities on the faculty bulletin boards and may use the faculty mailboxes for communications.

6.4
The College shall provide to the President of the Federation upon request, and with at least a three-working-days' notice, all public documents which will assist the Federation in developing intelligent, accurate, informed and constructive proposals. The President of Dawson Community College shall also furnish to the Federation within two working days the available information which is necessary to process grievances under this Agreement. The Federation shall state in writing to the President which public documents it needs.

6.5
The College shall deduct membership dues from the salary of each faculty member who has authorized such deduction in writing. These funds shall be turned over to the Federation Treasurer.

6.6
The College shall allow use of all office equipment, except duplicating and copying equipment, after the hours of 4:00 p.m. when not used for regular business. All supplies shall be furnished by the Federation.

ARTICLE 7

Management Rights

7.1
The College shall have the following rights: to determine its structure, mission, policies and purposes.

7.2
The policies of the College shall extend, but not be limited, to the following:

7.2.1
direct faculty;

7.2.2
hire, promote, transfer, assign and retain faculty;

7.2.3
relieve faculty from duties because of lack of work or funds, or under conditions where continuation of such work be inefficient or nonproductive;

7.2.4
maintain the efficiency of Dawson Community College operations;

7.2.5
determine the methods, means, job classification, and personnel by which Dawson Community College operations are to be conducted;

7.2.6
take whatever actions may be necessary to carry out the missions of Dawson Community College in situations of emergency;

7.2.7
establish the methods and processes by which work is performed.

7.3
The Administration, at its discretion, may deduct one full day's salary or portion thereof for each partial or full day of absence from the monthly amount owed to any full-time faculty member whose absence from campus or failure to meet regularly scheduled classes is not properly excused or authorized under the terms of this agreement.

ARTICLE 8

Working Conditions

8.1
The Board shall provide each faculty member with equipment, facilities, and support services.

8.2
A faculty member shall have the right to examine his personnel file at any time during normal business hours of Dawson Community College.

8.3
A Federation representative, in the company of the affected faculty member, may examine the personnel file of the faculty member. Outside agencies, other than administration or Board personnel, may have access to that file as provided by law. The College has the responsibility to establish and post guidelines for the security of personnel records. The College shall notify the affected faculty member prior to the releasing of information to outside agencies.

8.4
Material existing in personnel files may not be removed without mutual consent of the faculty member and administration.

8.5
The faculty member shall have the right to submit a written response to any adverse or questionable material placed in this file. Such response should be attached to the challenged material.

8.6
Each faculty member is expected to maintain in his personnel file the following information:

8.6.1
address and local telephone number;

8.6.2
his academic training record and update of same quarter by quarter;

8.6.3
special achievements he wishes recorded.

It is a faculty member's duty to provide the College with proof of successful completion of sufficient credits to move laterally into the higher education column on the salary schedule.

8.7
The minimum faculty work week shall be 35 hours per week on campus, except that properly authorized off-campus activities shall be counted as a part of the minimum faculty work week. A faculty member shall maintain office hours on campus to meet the needs of his students, prepare for classes, attend faculty meetings, direct programs and activities during normal work hours.

8.8
The College will give twenty-four (24) hours' notice before a faculty meeting.

8.9
Special Duty Days will be scheduled by the College between September 1st and June 1st of each year, but not to exceed eight (8) days per year. Special Duty Days will be scheduled prior to the beginning of each quarter and will not fall on Sundays or state legal holidays except that two (2) of the eight (8) Special Duty Days may be scheduled by the Administration with seven (7) days' prior notice.

8.10
Full-time faculty shall not accept part-time employment outside the College during the academic year without written permission from the Board of Dawson Community College. The Board will follow its past practices in granting this permission.

8.11
When an instructor attends a workshop, a conference or field trip, the College will prepay the expenses for travel and lodging and reimburse other expenses, providing the following regulations are observed:
8.11.1
prior arrangements are cleared through the Division Chairperson's office;
8.11.2
receipts to document both prepaid and out-of-pocket expenses shall be submitted to the Dean of Administrative Services;
8.11.3
the state rate will be paid to those traveling by personal car on authorized trips.

ARTICLE 9

Complaints and Grievances

9.1
A complaint is an informal claim by a faculty member or by the Federation of improper, unfair, arbitrary, or discriminatory treatment.

A faculty member may present and discuss his complaint either with or without a representative of the Federation. Similarly, a representative of the Federation may present and discuss a complaint on behalf of any faculty member or group of faculty members of the Federation with the administrator involved. Any settlement, withdrawal, or disposition of a complaint at this informal stage shall not constitute a binding precedent in the settlement of similar complaints.

9.2
A grievance is defined as an allegation by a faculty member or the Federation that there has been a breach, misinterpretion, or a misapplication of the terms of this Agreement.

9.2.1
The following will constitute the formal grievance procedure: a written formal grievance will be filed with the President, who, within five (5) working days, will transmit it to the members of the permanent grievance committee. A grievance may be filed by a faculty member on his own behalf or by the Federation on his or its behalf. A grievance must be filed by a faculty member or the Federation within five (5) working days from the date it was found to exist. Any grievance not processed in accordance with the time limits specified shall be deemed settled.
9.2.2
The Federation and College agree that a permanent

grievance committee for the duration of this contract shall be established. The purpose of this permanent committee shall be to conduct a hearing on the formal written grievance and to render a fair and impartial decision based on the facts presented at such hearing. Selection of the permanent grievance committee members shall be conducted as follows: The Board shall select one member by lot. The Federation shall select one member by lot. The two parties so chosen will select a citizen of the community college district who is not employed by nor affiliated with Dawson Community College or the Board. The third person also shall not be employed by a public or private educational institution within the community college district. Those picked by lot who are a principal to the grievance my be replaced by appointment of their respective body.
The permanent grievance committee shall select chairperson, set its own rules of procedure, and all deliberations will be closed to persons not a party to the proceedings. Both the Federation and the Board may have a representative present and the grievant may have his own representative present. The committee must report its decisions to the President of Dawson Community College and the President of the Federation.
9.2.3
If the grievance has not been settled by the permanent grievance committee within the time limit for making such a decision, the grievant or the Federation may submit the grievance in writing to the Board. The Board shall within ten (10) working days of the receipt of the grievance meet with the grievant and a representative of the Federation for the purpose of discussing the grievance. The Board shall within five (5) working days after the grievance meeting issue its decision with reasons in writing to the grievant and the Federation.
9.2.4
The actual cost incurred by the permanent grievance committee shall be borne by both parties.

ARTICLE 10

Tenure

10.1
The appointment of a faculty member beginning his eighth year constitutes an award of continuous tenure status subject to the evaluation for tenure procedure herein delineated. If the College does not intend to award tenure with the eighth contract, the faculty member must be so informed by May 30th of the sixth year of service.

10.2
All faculty presently holding tenure will undergo a tenure review by the Board in the fifth year of the anniversary of

their obtaining tenure and in each succeeding fifth year as long as they are in the employ of the College. Tenure reviews will be conducted in the fall of each year starting with the academic year 1976-77.

10.3
On faculty who have obtained tenure, the College during its fifth year review has these options as follows:

10.3.1
it may renew the faculty member for a five-year tenure contract;

10.3.2
it may place the faculty member on a one-year probation contract at the end of which it may use normal termination proceedings. (e.g., one full additional year of service);

10.3.3
it may, for cause with a proper due process hearing, terminate the faculty member.

ARTICLE 11

Termination of Employment

11.1
A faculty member may terminate employment effective at the end of an academic year by submitting a written resignation to the College President by March 1st of that year. Granting releases to faculty at other times will be at the discretion of the Board.

11.2
The age of sixty-five (65) shall be the retirement age for faculty members of Dawson Community College; however, the College may continue a faculty member's employment on a quarter-to-quarter basis until age seventy (70) with the mutual consent of both the faculty member and the Board of Trustees.

11.3
Written notice of non-renewal not for cause will be given to the faculty in advance of the expiration of his appointment as follows:

11.3.1
not later than March 1st of the first academic year of service if the appointment expires at the end of that year; or if a one-year appointment terminates during an academic year, at least three (3) months in advance of termination;

11.3.2
not later than December 15th of the second academic year of service if the appointment terminates during an academic year, at least six (6) months in advance of its termination;

11.3.3
at least twelve (12) months before the expiration of an appointment after two or more years of service at Dawson Community College;

11.3.4
the provisions of this section shall not apply to cases in which a faculty member is terminated when the financial condition of the College requires a reduction in the number of faculty employed and the reason for the termination is to reduce the number of faculty employed;

11.3.5
in cases of financial exigency, termination of program, or cutback of faculty the College will:

11.3.5.1
at least two months in advance meet and confer with the Federation on the nature of the cutback proposed, and administrative options and solutions;

11.3.5.2
be open to alternative solutions which the Federation may propose for solution of the cutback proposed;

11.3.5.3
make every reasonable effort based upon faculty member (s), in question, academic qualifications to place the faculty member in another vacant or new faculty position within the College.

11.4
Any faculty member may be terminated for adequate cause by the President. Adequate cause is defined as:

11.4.1
conviction of a felony or a crime involving moral turpitude during the period of employment at Dawson Community College or the willful concealment of such crime in making application for employment;

11.4.2
failure to carry out the responsibilities of a faculty member, which failure must be directly and substantially related to the fitness of the faculty member in his professional capacity;

11.4.3
fraud or misrepresentation of professional preparation, accomplishments, or experience in connection with initial hiring or in the submission of materials for evaluation, or salary adjustment purposes.

11.5
In cases where it becomes necessary because of financial exigency to reduce the number of faculty members in a particular program, discipline, activity, or supportive service to the College, the faculty to be terminated shall be selected in order of inverse seniority in the particular program, discipline, activity or supportive service to Dawson Community College. The person or persons whose services have been terminated must be reinstated, if they so desire, should the position be reactivated within a two-year period of time.

11.6

A part-time instructor who is changed to full-time status may be reverted at the discretion of the college to part-time status upon six months notice within three years of the effective date of such change. After such three-year period, and if such instructor has not been returned to part-time status, the appointment shall be considered a regular appointment retroactive to the effective date of full-time status.

ARTICLE 12

Leaves

12.1

Each full-time faculty member shall earn ten (10) days of sick leave per academic year. Each part-time faculty member shall earn five (5) days of sick leave per academic year. The unused portion of such allowance shall accumulate from year to year. All full-time faculty shall have compensation for unused sick upon termination and shall be paid in a lump sum payment equal to one-fourth (¼) of the accumulated sick leave at the rate of pay at the time of termination. Sick leave attributable to a pre-existing condition will not be allowed for a period of ninety (90) days following the first actual starting date of employment. The college recognizes present accumulated sick leave. However, for purposes of termination payment, such accumulation shall be computed from February 25, 1976, or the first day of employment, whichever is later.

In September of each year, the Dean of Administrative Services shall provide each faculity member with a written accounting of his or her sick leave, including:

a. a list of those days accumulated prior to February 25, 1976; and

b. a list of those days accumulated, by year, after February 25, 1976.

12.2

Faculty members shall be entitled to three (3) days' leave without loss of salary for the death of any member of his immediate family. Additional bereavement leave exceeding three (3) days shall be deducted from the employee's accumulated sick leave. Members of the immediate family are defined as: husband; wife; son; step-son; son-in-law; daughter; step-daughter; daughter-in-law; father; father-in-law; mother; mother-in-law; step-father; step-mother; brother; sister; step/half-brother; step/half sister; grandparents; grandchildren; or any relative living in the immediate household. Notice must be given to the Dean of Administrative Services, who will notify the Dean of Instruction and Chairperson.

12.3

Leave shall be granted to any faculty member who is required to be absent because of pregnancy or maternity. Said faculty member may:

12.3.1

use personal illness leave for pregnancy;

12.3.2

apply for additional pregnancy or maternity leave without pay. Said faculty member must notify the College at least one (1) month prior to the beginning of the quarter in which the leave shall fall;

12.3.3

a faculty member desiring to return to duty from a maternity leave will indicate her intention at least two (2) weeks before the expiration of the maternity leave;

12.3.4

if the period of maternity leave is one year or less, the faculty member shall have the right to return to her former position at the College.

12.4

Leave for the regular college academic year or for any quarter to attend school may be granted by the Board. Each application will be considered on its own individual merits. The adjustment of teaching assignments during the leave will be an important factor in the consideration.

12.5

Upon application, military leaves without pay shall be granted.

12.6

The College shall grant to full-time faculty three (3) days personal leave without reduction in salary provided the faculty member gives two days written advance notice to the President of his designee. Said leave shall be deducted from faculty member's sick leave. No more than four (4) faculty members shall be granted leave at the same time. Personal leave will not be taken on special duty days, except under extenuating circumstances with the President's concurrence, or his designee.

12.7

The College shall grant two (2) days leave for two (2) Federation officers or their designee to attend the annual Montana Federation Convention. Request for this leave shall be presented to the president or his designee as soon as reasonably possible to do so. Convention leave shall be deducted from sick leave.

ARTICLE 13

Teaching and Work Load

13.1

Faculty assigned credit load shall not exceed eighteen (18) classroom instructional credit hours per quarter nor more than forty-five (45) per academic year; however, said quarterly and/or credit loads may be waived in

writing by the instructors with concurrence of his Division Chairperson and the College. Classroom schedules for each instructor shall be developed by the College based on recommendations by the Division Chairperson and instructor. A reasonable effort shall be made to maintain equity in load to arrive at an average load of fifteen (15) classroom instructional credit hours for all instructors. Released time for other duties shall be determined by the College. Each instructor shall establish and post office hours appropriate to the needs of his or her students. The aggregate number of class preparations shall not normally exceed ten (10) per year and student contact hours for each faculty shall be considered in determining load. An effort shall be made to maintain equity in load. All work and field experience and internship monitoring shall not be considered a part of classroom instructional credits, hours or overload. All compensation for such experience and internship monitoring shall be negotiated with Division Chairperson and College before commencement of placement.

ARTICLE 14
Salary Schedule Placement

14.1
For the purposes of placement on the Salary Schedule, the maximum placement will be at Step 2. Credit for prior experience will be awarded on a full year for one year to Step 1 and a one for three basis for an additional year to Step 2. Only work experience or teaching experience pertinent to the teaching assignment will be counted. Work experience for vocational instructors in a profession or occupation other than teaching will be evaluated at the time of initial hiring. This record will be made a permanent part of the faculty member's file.

14.2
Faculty members shall advance in the steps of the Level Column for which they qualify at the rate on one step for each completed academic year of satisfactory service, until the maximum step for the Level is attained. Advancement of a faculty member to the next Level shall be contingent on the faculty member's satisfactory professional developments to meet the requirements of that salary Level. For all faculty members, evidence of such professional development shall be course work at the graduate Level, workshops, training sessions, or other experience. Such professional development must relate directly to the instructional division and must have prior approval of the President to be applicable toward Level advancement on the schedule. Such professional development for vocational-technical instructors shall also be applicable toward the attainment of the Class 4 Vocational Certificate required by the State.

14.3
Level classifications are as follows:

Column 1—Special probationary status for all faculty contracted to teach who do not meet the minimum qualifications specified for Level II.

Column II—Master's Degree in an academic discipline. Montana Class 4A Vocational Certificate or Class 4B Vocational Certificate plus 5 years' work experience in vocational discipline for vocational faculty.

Column III—Master's Degree in an academic discipline plus 15 approved graduate quarter credits. Montana Class 4A Vocational Certificate plus 15 approved graduate quarter credits for vocational faculty.

Column IV—Master's Degree in an academic discipline plus 30 approved graduate quarter credits. Montana Class 4A Vocational Certificate plus 30 approved graduate quarter credits for vocational faculty.

Column V—Master's Degree in an academic discipline plus 45 approved graduate quarter credits. Montana Class 4A Vocational Certificate plus 45 approved graduate quarter credits for vocational faculty.

14.4
Graduate credits for column advancement are those awarded by an accredited institution. Only those in the "Assigned Field" will be counted toward level progression.

14.5
The "Assigned Field" of a faculty member is all fields in which the faculty member has been employed. The College has the right to change the "Assigned Field." The College shall give the faculty members sufficient time to prepare for such a change, and the change shall not result in a decrease in pay for the faculty member.

14.6
Compensation for Over-Load—No faculty member shall teach classes over 45 credit hours per academic year unless his overload has been previously discussed with and approved by the divisional chairpersons involved and the College. Any faculty member who teaches more than 45 credit hours per academic year will be paid at the rate of one-forty-fifth (1/45) per credit hour over 45 hours. This will be payable at the end of spring quarter.

ARTICLE 15

15.1

1986-87 Salary Schedule

(Base: $14,982)

STEP	LEVEL I Pre-MA	LEVEL II MA Eq.	LEVEL III MA + 15	LEVEL IV MA + 30	LEVEL V MA + 45
0	17978 (1.20)	19477 (1.30)	20226 (1.35)	20975 (1.40)	21724 (1.45)
1	18728 (1.25)	20226 (1.35)	20975 (1.40)	21724 (1.45)	22473 (1.50)
2	19477 (1.30)	20975 (1.40)	21724 (1.45)	22473 (1.50)	23222 (1.55)
3		21724 (1.45)	22473 (1.50)	23222 (1.55)	23971 (1.60)
4		22473 (1.50)	23222 (1.55)	23971 (1.60)	24720 (1.65)
5		23222 (1.55)	23971 (1.60)	24720 (1.65)	25469 (1.70)
6		23971 (1.60)	24720 (1.65)	25469 (1.70)	26219 (1.75)
7		24720 (1.65)	25469 (1.70)	26219 (1.75)	26968 (1.80)
8		25469 (1.70)	26219 (1.75)	26968 (1.80)	27717 (1.85)
9				27717 (1.85)	28466 (1.90)
10				28466 (1.90)	29215 (1.95)
11				29215 (1.95)	29964 (2.00)

P.T. Faculty: Pro-rate Step 0 — Level I & II
Special Lectures & Tutors: Negotiable

Other

Head Coaches - On Schedule
Ass't Coaches - Negotiable
ASB/AV/Greenhouse Coordinator: Negotiable
10th Month - 1/9 of the Base

$5,000.00 Faculty Development Fund

15.2
Co-Curricular Scale
Athletic Director $1,600

Para-Curricular Scale
Division Chairpersons $1,200

15.3
Development Clause
A minimum of $5,000.00 will be provided by the college for the year 1986-87. This will be added to Faculty Development Fund held by the DLC Foundation. The details of this Fund are presently being finalized by representatives of the college and the federation. An accounting of the fund's status will be provided to the treasurer of the Federation by the Dean of Administrative Services by June 30th of each year.

ARTICLE 16

Fringe Benefits

16.1
The College agrees to contribute ninety percent (90%) of the present coverage of the Montana Physicians Service Health Insurance per full-time faculty member.

16.2
The College may waive tuition for full-time faculty members. The tuition waiver does not include any fees or charges for textbooks.

ARTICLE 17

General Agreement Provisions

17.1
Neither the College nor the Federation shall take any action in violation of, or inconsistent with, any provision of this contract.

This agreement constitutes the entire negotiated agreement between the College and the Federation. This agreement shall constitute the Master Agreement for all faculty members in the bargaining unit.

17.2
In the event that any provision of the Agreement is or shall be at any time held contrary to law, that provision shall be null and void, but all other provisions of this Agreement shall remain in effect.

17.3
Notice of any faculty vacancy shall be circulated to the faculty prior to its publication elsewhere.

ARTICLE 18

Intent

18.1
The Federation and the Board subscribe to the principle that whenever possible any and all differences shall be resolved by peaceful and appropriate means without interruption of the College program.

ARTICLE 19

Contracts

19.1
Full-time faculty and full-time faculty on released time will receive annual contracts.

19.2
Part-time faculty less than full-time but at least half-time will receive quarterly contracts subject to quarterly review of such positions by the College. These reviews will be subject to the procedures in Article 11.3.5 of the Agreement.

19.3
Special lecturers will receive quarterly contracts only.

19.4
New faculty will be placed in one of the three classifications of faculty status, subject to review by the Federation and the Board.

ARTICLE 20

Agreement and Duration

20.1
This Agreement shall become effective upon its adoption by both the Federation and the College shall remain in full force and effect from July 1, 1986 through June 30, 1987.

20.2
The parties agree to commence negotiations with regards to fiscal matters no later than two weeks after the start of winter quarter classes.

Dated: December, 1986

Signed: Gail Ring

President, Glendive Federation of Teachers

Wes Eyer, Chairman
Dawson Community College Board of Trustees

Witnessed By:

JoAnne Oreskovich
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